

East Herts Council Report

Human Resources Committee

Date of Meeting: 5 November 2020

Report by: Head of Human Resources and Organisational Development

Report title: Annual Equalities Report 2019/20

Ward(s) affected: None

Summary

RECOMMENDATIONS FOR Human Resources Committee:

- (a) The Annual Equalities Report 2019/20 be noted.
- (b) The recommendations set out in the 2020/21 action plan are considered and approved.
- (c) That next year the Annual Equalities report for 2020-2021 be reported to the July 2021 HRC meeting.

1.0 Proposal(s)

1.1 Members are invited to consider the Annual Equalities Report 2019/20, which has been reviewed by the Leadership and updated for this meeting.

2.0 Background

2.1 Human Resources produce an annual equalities report which provides a detailed analysis of the council's workforce and external applicants applying for jobs, by the protected characteristics of the Equality Act 2010.

2.2 The Equality Act protects people from discrimination on the basis of protected characteristics, which include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender, sexual orientation, and marriage and civil partnership.

2.3 Public sector bodies with more than 150 employees are required to publish data on equality in their workforces annually.

3.0 Report

3.1 Please see Appendix A for the full report which has been approved by LT.

3.2 HR propose that this report is brought forward to the July HR Committee from 2021 due to the action plan being drawn up 6 months after the data period (1 April - 31 March) which is not timely and means that the effect of any changes implemented are only seen for half of the review period in the following year's report. The Action plan for 20-21 is set to run from July 2020 to June 2021.

4.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

As detailed in the report

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

As detailed in the report

Human Rights

No

Legal

No

Specific Wards

No

5.0 Background papers, appendices and other relevant material

Appendix A – Annual Equalities Report 2019/20.

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